



STATE OF MICHIGAN

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ERGONOMICS IN GENERAL INDUSTRY

GENERAL PROVISIONS

Section A

Scope and application.

- (1) These rules apply to all general industries covered by 154 PA of 1974, as amended, being §408.1001 et seq., of the Michigan Compiled Laws.
- (2) These rules do not apply to any of the following:
 - (a) Construction.
 - (b) Agriculture.
 - (c) Mining.
 - (d) Domestic employment.

Section B

Definitions.

- (1) "Ergonomic hazards" means conditions where intervention may be necessary to prevent injury. Such conditions can be identified by an assessment of **ergonomic** occupational risk factors and reports of signs and symptoms. **Examples include Conditions may include, but are not limited to, improper work methods, improper tools, excessive tool vibration, and job design problems that include including aspects of work flow, line speed, posture and force required, work/rest regimens, and repetition rate.**
- (2) "Ergonomics" means the practice of designing or modifying jobs, workplaces, equipment, work methods, and tools to match the capabilities of the worker.
- (3) "Ergonomic occupational risk factors" means characteristics of a work situation that may contribute to **the risk of** an injury or illness. These risk factors may be characteristics of the workplace, tasks, or individual work practices. **Examples include, but are not limited to, repetitiveness of activity, force required, or awkwardness of posture.**



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Section C

Training.

(1) All ~~general industry~~ employees shall be given ergonomic awareness training that covers all of the following:

- (a) Ergonomic occupational risk factors.
- (b) Signs/symptoms that indicate an ergonomic hazard may be present.
- (c) Process for reporting that an ergonomic hazard may be present.
- (d) **Process for assessing and responding to ergonomic occupational risk factors.** ~~Exposure Assessment and Risk Reduction.~~

(2) Records to document training shall be kept.

(3) An employer may accept previous training through documentation for (1)(a) and (b).

See appendix for assistance.

Section D

Process for Assessing and Responding to Ergonomic Occupational Risk Factors
~~**Exposure Assessment and Risk Reduction.**~~

(1) An employer shall establish and utilize an effective process that includes the following:

- (a) Employee involvement.
- (b) Assessment of ergonomic occupational risk factors.
- (c) Elimination, reduction, or control of ergonomic hazards where economically and technically feasible.

See appendix for assistance.

NOTE: Nothing in this act shall be construed to supercede or in any manner affect any workers' compensation law, or to enlarge or diminish or affect in any other manner the common law or statutory rights, duties, or liabilities of employers and employees under any law with respect to injuries, diseases, or death of employees arising out of, or in the course of, employment.